



TORQ Analysis of Industrial Truck and Tractor Operators to Nursery Workers

INPUT SECTION:

Transfer	Title	O*NET	Filters		
From Title:	Industrial Truck and Tractor Operators	53-7051.00	Abilities:	Importance Level: 50	Weight: 1
To Title:	Nursery Workers	45-2092.01	Skills:	Importance Level: 69	Weight: 1
Labor Market Area:	Maine Statewide		Knowledge:	Importance Level: 69	Weight: 1

OUTPUT SECTION:

Grand TORQ:

85

Ability TORQ				Skills TORQ				Knowledge TORQ			
Level		<div></div> 90		Level		<div></div> 85		Level		<div></div> 79	
Gaps To Narrow if Possible				Upgrade These Skills				Knowledge to Add			
Ability	Level	Gap	Impt	Skill	Level	Gap	Impt	Knowledge	Level	Gap	Impt
Category Flexibility	46	5	53	No Skills Upgrade Required!				No Knowledge Upgrades Required!			
Trunk Strength	53	2	62								
Finger Dexterity	41	2	53								
Gross Body Coordination	39	2	50								

LEVEL and IMPT (IMPORTANCE) refer to the Target Nursery Workers. GAP refers to level difference between Industrial Truck and Tractor Operators and Nursery Workers.

ASK ANALYSIS

Ability Level Comparison - Abilities with importance scores over 50

Description	Industrial Truck and Tractor Operators	Nursery Workers	Importance
Static Strength	71	55	62
Trunk Strength	51	53	62
Arm-Hand Steadiness	41	41	59
Multilimb Coordination	57	46	59
Stamina	50	35	59
Extent Flexibility	59	51	56
Category Flexibility	41	46	53
Manual Dexterity	44	44	53



Finger Dexterity	39	41	53
Control Precision	55	50	53
Dynamic Strength	48	35	53
Problem Sensitivity	42	42	50
Flexibility of Closure	42	42	50
Gross Body Coordination	37	39	50
Near Vision	41	41	50
Speech Recognition	37	37	50
Speech Clarity	41	32	50
Skill Level Comparison - Abilities with importance scores over 69			
Description	Industrial Truck and Tractor Operators	Nursery Workers	Importance
Knowledge Level Comparison - Knowledge with importance scores over 69			
Description	Industrial Truck and Tractor Operators	Nursery Workers	Importance

Experience & Education Comparison					
Related Work Experience Comparison			Required Education Level Comparison		
Description	Industrial Truck and Tractor Operators	Nursery Workers	Description	Industrial Truck and Tractor Operators	Nursery Workers
10+ years	0%	0%			
8-10 years	0%	0%	Doctoral	0%	13%
6-8 years	0%	0%	Professional Degree	0%	0%
4-6 years	0%	0%	Post-Masters Cert	0%	0%
2-4 years	22%	0%	Master's Degree	0%	0%
1-2 years	9%	8%	Post-Bachelor Cert	0%	0%
6-12 months	24%	16%	Bachelors	0%	0%
3-6 months	15%	0%	AA or Equiv	0%	0%
1-3 months	13%	0%	Some College	0%	5%
0-1 month	6%	27%	Post-Secondary Certificate	29%	1%
None	8%	46%	High School Diploma or GED	59%	57%
			No HSD or GED	11%	22%
Industrial Truck and Tractor Operators			Nursery Workers		
Most Common Educational/Training Requirement:					
Short-term on-the-job training			Short-term on-the-job training		
Job Zone Comparison					
2 - Job Zone Two: Some Preparation Needed			1 - Job Zone One: Little or No Preparation Needed		
Some previous work-related skill, knowledge, or experience may be helpful in these occupations, but usually is not needed. For example, a teller might benefit from experience working directly with the public, but an inexperienced person could still learn to be a teller with little difficulty.			No previous work-related skill, knowledge, or experience is needed for these occupations. For example, a person can become a cashier even if he/she has never worked before.		
These occupations usually require a high school diploma and may require some vocational training or job-related course work. In some cases, an associate's or bachelor's degree could be needed.			These occupations may require a high school diploma or GED certificate. Some may require a formal training course to obtain a license.		



Employees in these occupations need anywhere from a few months to one year of working with experienced employees.

Employees in these occupations need anywhere from a few days to a few months of training. Usually, an experienced worker could show you how to do the job.

Tasks

Industrial Truck and Tractor Operators

Core Tasks

Generalized Work Activities:

- Operating Vehicles, Mechanized Devices, or Equipment - Running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft.
- Handling and Moving Objects - Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things.
- Getting Information - Observing, receiving, and otherwise obtaining information from all relevant sources.
- Performing General Physical Activities - Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials.
- Identifying Objects, Actions, and Events - Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.

Specific Tasks

Occupation Specific Tasks:

- Hook tow trucks to trailer hitches and fasten attachments, such as graders, plows, rollers, and winch cables to tractors, using hitchpins.
- Manually load or unload materials onto or off pallets, skids, platforms, cars, or lifting devices.
- Move controls to drive gasoline- or electric-powered trucks, cars, or tractors and transport materials between loading, processing, and storage areas.
- Move levers and controls that operate lifting devices, such as forklifts, lift beams and swivel-hooks, hoists, and elevating platforms, to load, unload, transport, and stack material.
- Operate or tend automatic stacking, loading, packaging, or cutting machines.
- Perform routine maintenance on vehicles and auxiliary equipment, such as cleaning, lubricating, recharging batteries, fueling, or replacing liquefied-gas tank.
- Position lifting devices under, over, or around loaded pallets, skids, and boxes, and secure material or products for transport to designated areas.

Nursery Workers

Core Tasks

Generalized Work Activities:

- Performing General Physical Activities - Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials.
- Handling and Moving Objects - Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things.
- Operating Vehicles, Mechanized Devices, or Equipment - Running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft.
- Repairing and Maintaining Mechanical Equipment - Servicing, repairing, adjusting, and testing machines, devices, moving parts, and equipment that operate primarily on the basis of mechanical (not electronic) principles.
- Controlling Machines and Processes - Using either control mechanisms or direct physical activity to operate machines or processes (not including computers or vehicles).

Specific Tasks

Occupation Specific Tasks:

- Apply pesticides, herbicides or fertilizers to crops.
- Clear and maintain irrigation ditches.
- Dig and plant seeds, or transplant seedlings by hand.
- Direct and monitor the work of casual and seasonal help during planting and harvesting.
- Harvest fruits and vegetables by hand.
- Identify plants, pests, and weeds to determine the selection and application of pesticides and fertilizers.
- Inform farmers or farm managers of crop progress.
- Load agricultural products into trucks, and drive trucks to market or storage facilities.
- Operate tractors, tractor-drawn machinery, and self-propelled machinery to plow, harrow and fertilize soil, or to plant, cultivate, spray and harvest crops.
- Participate in the inspection, grading, sorting, storage, and post-harvest



- Signal workers to discharge, dump, or level materials.
- Turn valves and open chutes to dump, spray, or release materials from dump cars or storage bins into hoppers.
- Weigh materials or products, and record weight and other production data on tags or labels.

Detailed Tasks

Detailed Work Activities:

- fasten attachments or accessories to tractor
- inspect material moving equipment
- load, unload, or stack containers, materials, or products
- maintain or repair cargo or passenger vehicle
- maintain production or work records
- measure, weigh, or count products or materials
- move or fit heavy objects
- operate cargo handling gear
- operate forklift
- operate material moving, loading, or unloading equipment
- operate packaging or banding machine or equipment
- operate tractor with accessories or attachments
- perform safety inspections in manufacturing or industrial setting
- signal directions or warnings to coworkers
- use hand or power tools
- use vehicle repair tools or safety equipment
- use weighing or measuring devices in transportation

Technology - Examples

Inventory management software

- Argos Software ABECAS Insight WMS
- ATMS StockTrack PLUS
- BarControl Enterprise Manager iBEM
- IntelliTrack Warehouse Management System WMS
- Lilly Software Associates VISUAL DCMS
- Midland Information Systems inventory management software
- Motek Priya
- RedPrairie DLx Warehouse

treatment of crops.

- Record information about crops, such as pesticide use, yields, or costs.
- Repair and maintain farm vehicles, implements, and mechanical equipment.
- Repair farm buildings, fences, and other structures.
- Set up and operate irrigation equipment.

Detailed Tasks

Detailed Work Activities:

- clean rooms or work areas
- construct, erect, or repair wooden frameworks or structures
- direct and coordinate activities of workers or staff
- drive automobile, van, or light truck
- drive truck with capacity greater than 3 tons
- examine animals to detect illness, disease, or injury
- fasten attachments or accessories to tractor
- feed or water animals
- fell or buck trees
- follow horticulture irrigation techniques
- groom animals
- hand harvest agricultural crops
- identify crop characteristics
- identify fruit or vegetable or crops ready for harvest
- identify livestock characteristics
- load, unload, or stack containers, materials, or products
- maintain or repair cargo or passenger vehicle
- maintain or repair farm vehicles, machinery, or mechanical implements
- move or fit heavy objects
- operate agricultural equipment or machinery
- operate power driven pumps
- operate tractor with accessories or attachments
- perform safety inspections in agricultural, forestry, or fishing setting
- plant, cultivate, or harvest crops, including aquaculture
- recognize disease or parasites in animals
- recognize plant diseases
- use chain saws
- use hand or power tools
- use herbicides, fertilizers, pesticides or related products
- use vehicle repair tools or safety equipment



- SAP warehouse management software

Materials requirements planning logistics and supply chain software

- Aldata G.O.L.D. software

- SSA Global Supply Chain Management

Tools - Examples

- Belt conveyors

- Bulk liquid trucks

- Container reach stackers

- Hustlers

- Industrial crane trucks

- Bridgeplates

- Dockboards

- Dollies

- Flatbed trailers

- Booms

- Cantilever trucks

- Fork-grapples

- Motorized hand trucks

- Overhead hoists

- Jacks

- Combination vacuum lifts

- High-lift order picker trucks

- Tank trailers

- Pallet trucks

- Personal computers

- Personnel and burden carriers

- Snow plows

- Swivel hooks

- Telescopic forklifts

- On-board computers for sending/receiving instructions

- Wheel chocks

- Banding equipment

Technology - Examples



Labor Market Comparison

Description	Industrial Truck and Tractor Operators	Nursery Workers	Difference
Median Wage	\$ 26,160	\$ 19,720	\$ (6,440)
10th Percentile Wage	\$ 20,690	\$ 15,040	\$ (5,650)
25th Percentile Wage	N/A	N/A	N/A
75th Percentile Wage	\$ 32,090	\$ 26,560	\$ (5,530)
90th Percentile Wage	\$ 38,670	\$ 34,490	\$ (4,180)
Mean Wage	\$ 27,920	\$ 22,350	\$ (5,570)
Total Employment - 2007	3,210	360	-2,850
Employment Base - 2006	3,240	1,375	-1,865
Projected Employment - 2016	3,180	1,579	-1,601
Projected Job Growth - 2006-2016	-1.8 %	14.8 %	16.7 %
Projected Annual Openings - 2006-2016	82	54	-28

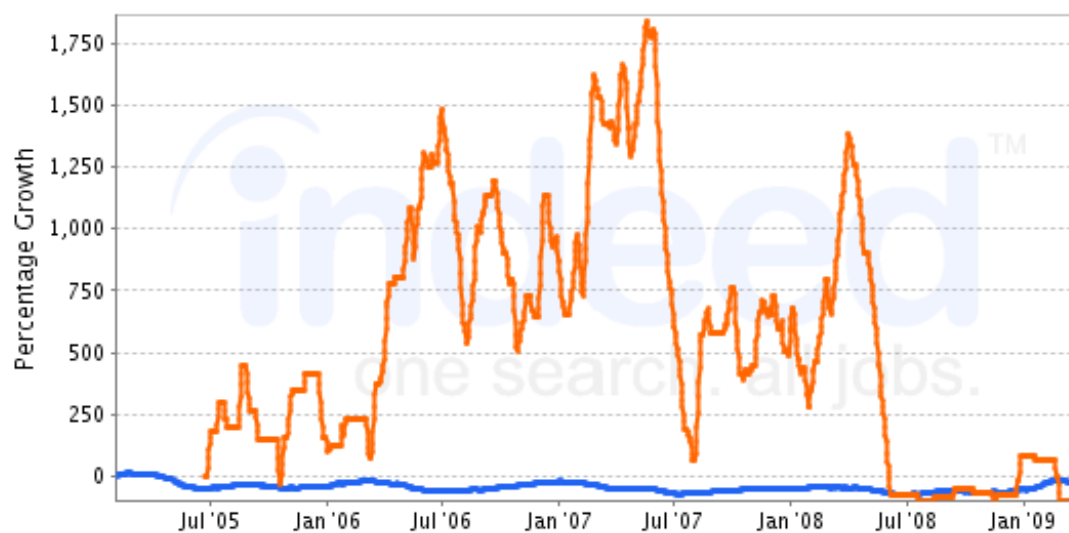
National Job Posting Trends

Trend for Industrial Truck and Tractor Operators

Trend for
Nursery
Workers

Job Trends from Indeed.com

— Industrial Truck and Tractor Operator — Nursery Worker

Data from [Indeed](http://Indeed.com)

Recommended Programs

Agricultural Production Workers and Managers, Gene



Agricultural Production Operations, General. A program that focuses on the general planning, economics, and use of facilities, natural resources, equipment, labor, and capital to produce plant and animal products, and that may prepare individuals for work in farming, ranching, and agribusiness.

No schools available for the program

Agricultural Production Operations, General

Agricultural Production Operations, General. A program that focuses on the general planning, economics, and use of facilities, natural resources, equipment, labor, and capital to produce plant and animal products, and that may prepare individuals for work in farming, ranching, and agribusiness.

No schools available for the program

Agricultural Animal Husbandry and Production Manag

Animal/Livestock Husbandry and Production. A program that prepares individuals to select, breed, care for, process, and market livestock and small farm animals. Includes instruction in basic animal science, animal nutrition, and animal health as applied to various species and breeds; design and operation of housing, feeding, and processing facilities; and related issues of safety, applicable regulations, logistics, and supply.

No schools available for the program

Crop Production Operations and Management

Crop Production. A program that prepares individuals to cultivate grain, fiber, forage, oilseed, fruits and nuts, vegetables, and other domesticated plant products. Includes instruction in basic principles of plant science, health, and nutrition as applied to particular species and breeds; soil preparation and irrigation; pest management; planting and harvesting operations; product marketing; and applicable issues of safety, regulation, logistics, and supply.

No schools available for the program

Crop Production

Crop Production. A program that prepares individuals to cultivate grain, fiber, forage, oilseed, fruits and nuts, vegetables, and other domesticated plant products. Includes instruction in basic principles of plant science, health, and nutrition as applied to particular species and breeds; soil preparation and irrigation; pest management; planting and harvesting operations; product marketing; and applicable issues of safety, regulation, logistics, and supply.

No schools available for the program

Horticulture Services Operations and Management, G

Applied Horticulture/Horticulture Operations, General. A program that focuses on the general production and processing of domesticated plants, shrubs, flowers, foliage, trees, groundcovers, and related plant materials; the management of technical and business operations connected with horticultural services; and the basic scientific principles needed to understand plants and their management and care.

Institution	Address	City	URL
University of Maine at Augusta	46 University Dr	Augusta	www.uma.maine.edu/
Southern Maine Community College	2 Fort Road	South Portland	www.smccME.edu

Ornamental Horticulture Operations and Management

Ornamental Horticulture. A program that focuses on domesticated plants and plant materials used for decorative and recreational applications and prepares individuals to breed, grow, and utilize ornamental plant varieties for commercial and aesthetic purposes. Includes instruction in applicable plant science subjects, the environmental design and artistic aspects of horticultural product usage, and the management of horticultural operations.

Institution	Address	City	URL
Unity College	90 Quaker Hill Road	Unity	www.unity.edu
Unity College	90 Quaker Hill Road	Unity	www.unity.edu

Greenhouse Operations and Management

Greenhouse Operations and Management. A program that prepares individuals to produce, store, and deliver plant species in controlled indoor environments for wholesale, commercial, research, or other purposes. Includes instruction in applicable principles of plant science; climate, irrigation, and nutrition control equipment operation and maintenance; facilities management; inventory control; safety procedures; and personnel supervision.

No schools available for the program



Nursery Operations and Management

Plant Nursery Operations and Management. A program that prepares individuals to operate and manage outdoor plant farms, tree and shrub nurseries, and related facilities that develop domesticated plant products for propagation, harvesting, and transplantation. Includes instruction in applicable principles of plant science; farm and business management; nursery operations; equipment operation and maintenance; safety procedures; and personnel supervision.

No schools available for the program

Horticulture Services Operations and Management, O

Applied Horticulture/Horticultural Business Services, Other. Any instructional program in horticultural service operations not listed above.

No schools available for the program

Maine Statewide Promotion Opportunities for Industrial Truck and Tractor Operators

O* NET Code	Title	Grand TORQ	Job Zone	Employment	Median Wage	Difference	Growth	Annual Job Openings
53-7051.00	Industrial Truck and Tractor Operators	100	2	3,210	\$26,160.00	\$0.00	-2%	82
53-3032.00	Truck Drivers, Heavy and Tractor-Trailer	85	2	9,940	\$31,140.00	\$4,980.00	3%	246
51-9191.00	Cementing and Gluing Machine Operators and Tenders	84	1	80	\$27,620.00	\$1,460.00	-15%	2
47-4051.00	Highway Maintenance Workers	84	2	2,210	\$28,790.00	\$2,630.00	7%	60
47-4061.00	Rail-Track Laying and Maintenance Equipment Operators	82	1	120	\$36,960.00	\$10,800.00	8%	4
43-5041.00	Meter Readers, Utilities	81	1	90	\$31,240.00	\$5,080.00	-11%	3
51-9041.00	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	81	2	260	\$28,330.00	\$2,170.00	-7%	5
37-3013.00	Tree Trimmers and Pruners	81	2	0	\$38,080.00	\$11,920.00	0%	0
53-7063.00	Machine Feeders and Offbearers	81	1	480	\$26,820.00	\$660.00	-22%	9
53-4011.00	Locomotive Engineers	81	4	100	\$59,580.00	\$33,420.00	12%	4
51-9121.00	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	81	2	850	\$38,860.00	\$12,700.00	-26%	19



51-9196.00	Paper Goods Machine Setters, Operators, and Tenders	81	2	910	\$38,230.00	\$12,070.00	-26%	23
43-5053.00	Postal Service Mail Sorters, Processors, and Processing Machine Operators	80	2	970	\$41,950.00	\$15,790.00	-12%	10
51-2021.00	Coil Winders, Tapers, and Finishers	80	2	90	\$31,910.00	\$5,750.00	-53%	1
51-4031.00	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	80	2	450	\$27,500.00	\$1,340.00	-14%	11

Top Industries for Nursery Workers

Industry	NAICS	% in Industry	Employment	Projected Employment	% Change
Crop production; primary job	111000	42.46%	256,091	218,562	-14.65%
Animal production; primary job	112000	34.10%	205,631	206,347	0.35%
Wage and salary workers with secondary jobs in agriculture, forestry, fishing, and hunting	000510	5.14%	31,023	32,507	4.79%
Miscellaneous nondurable goods merchant wholesalers	424900	2.81%	16,936	20,522	21.18%
Unpaid family workers, primary job	000701	2.04%	12,315	10,859	-11.82%
Lawn and garden equipment and supplies stores	444200	2.00%	12,064	13,308	10.32%
Unpaid family workers, secondary job	000702	1.06%	6,397	5,493	-14.14%
Beverage manufacturing	312100	0.79%	4,748	4,970	4.67%
Employment services	561300	0.70%	4,236	5,975	41.06%
Grocery and related product wholesalers	424400	0.41%	2,498	3,044	21.88%
Landscaping services	561730	0.36%	2,141	2,763	29.06%
Florists	453100	0.26%	1,561	1,246	-20.20%
Self-employed workers, primary job	000601	0.22%	1,322	1,569	18.74%
Local government, excluding education and hospitals	939300	0.21%	1,257	1,574	25.21%
Research and development in the physical, engineering, and life sciences	541710	0.14%	858	1,020	18.91%

Top Industries for Industrial Truck and Tractor Operators

Industry	NAICS	% in Industry	Employment	Projected Employment	% Change
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Warehousing and storage	493100	12.45%	79,310	95,338	20.21%
Building material and supplies dealers	444100	8.14%	51,838	59,620	15.01%
Employment services	561300	6.01%	38,285	43,610	13.91%
Grocery and related product wholesalers	424400	4.08%	25,980	25,568	-1.59%
General freight trucking	484100	3.33%	21,218	21,599	1.80%
Motor vehicle parts manufacturing	336300	2.65%	16,903	12,111	-28.35%
Plastics product manufacturing	326100	2.44%	15,571	14,855	-4.60%
Converted paper product manufacturing	322200	2.19%	13,953	10,538	-24.47%
Lumber and other construction materials merchant wholesalers	423300	2.13%	13,579	14,037	3.37%
Fruit and vegetable preserving and specialty food manufacturing	311400	1.61%	10,255	8,368	-18.40%
Other wood product manufacturing	321900	1.53%	9,723	8,246	-15.19%
Sawmills and wood preservation	321100	1.35%	8,578	6,190	-27.84%
Couriers	492100	1.34%	8,561	8,280	-3.29%
Miscellaneous durable goods merchant wholesalers	423900	1.33%	8,504	8,786	3.32%
Beverage manufacturing	312100	1.21%	7,713	6,519	-15.48%